

DRAFT – 11/21/03 – PENDING ICC APPROVAL
INTERAGENCY COORDINATING COUNCIL ON EARLY INTERVENTION

GENERAL SESSION

RECORDER: CHERYL HOLDEN

NOVEMBER 21, 2003

MEMBERS PRESENT:

Raymond M. Peterson, M.D; Chair; Jim Bellotti, representing CDE; Sylvia Carlisle, M.D; Arleen Downing, M.D; Elaine Fogel Schneider, Ph.D; Marcy Gallagher, representing DMHC; Gretchen Hester; Cynthia Jaynes, representing DADP; Marie Kanne Poulsen, Ph.D; Lynn Lorber; Thomas McCool, Ed.D; Beverley Morgan-Sandoz; Hallie Morrow, M.D., representing DHS; Theresa Rossini; Cheri Schoenborn, representing DDS on behalf of Rick Ingraham; Cheryl Treadwell, representing DSS; and Luis Zanartu, representing DMH.

MEMBERS ABSENT:

Michelle Douyon Davis; Toni Gonzales; and Hedy Hansen.

OTHERS PRESENT:

See Attachment A.

WELCOME AND ANNOUNCEMENTS

Dr. Peterson called the meeting to order at 8:40 and welcomed everyone in attendance. He introduced Cheryl Treadwell from the Department of Social Services (CDSS), as the new designee for CDSS Director Rita Saenz and Cheri Schoenborn, attending on behalf of Rick Ingraham. ICC Members and the audience provided self-introductions.

Elaine Fogel Schneider welcomed Cheryl Treadwell, Olga Krambs, Karen Fitenger and Debbie Harms and thanked them for attending the Newcomers Orientation meeting.

Lynn Lorber announced that former Los Angeles Mayor Richard Riordan has been appointed by Governor Schwarzenegger as the Secretary of Education.

Dr. Peterson acknowledged the individuals who acted as Co-Chairs during the committee meetings on Thursday.

Shelia Wolfe reminded everyone that the California Early Start Library is open at this meeting and materials are available for on-site checkout.

AGENDA REVIEW

The agenda was reviewed and the Action Item for submitting “*Recommendations to DDS on Preferred Practices for Speech and Language Pathologists*”, was

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deferred as requested by the Integrated Services and Health Committee. The agenda was approved as amended.

APPROVAL OF MINUTES

The minutes of the September 19, 2003 ICC meeting were approved with the following amendments:

- 1) Page 13: Sandy Harvey has agreed to represent California at the Arkansas Family Early Detection and Intervention Conference sponsored by the National Center for Hearing Assessment and Management in October 2003.

EXECUTIVE COMMITTEE REPORT

Gretchen Hester reported on the Executive Committee meeting held on Thursday. In order to provide continuity and promote partnership Standing Committee Co-Chairs shall also serve as Executive Committee members.

The Executive Committee reviewed a tracking tool designed by DDS liaisons and ICC committee staff to provide each committee with a consistent method to record the activities, action plans and next steps generated at each meeting. The tracking tool may also serve to identify areas of mutual interest and collaboration among committees. Consensus was reached to adopt the use of the tracking tool.

Elaine Fogel Schneider provided the Executive Committee with background information about the *Recommendation to DDS on Preferred Practices for Speech and Language Pathologists* action item. The Executive Committee discussed how to involve Institutions of Higher Education (IHE) to include this information as part of their curriculum and how to provide this information to both parents and providers.

Jim Bellotti informed the Executive Committee that CDE has been in the process of updating their speech and language therapy guidelines for both Part B and Part C eligible children served by LEAs and would consider the recommendations presented in this paper.

CHAIR'S REPORT

Dr. Peterson announced that Governor Schwarzenegger has appointed S. Kimberly Belshé as the new Secretary of the California Health and Human Services Agency. Ms. Belshé was the director of the Department of Health under Governor Wilson's Administration and had participated as a Commissioner with California Children and Families (First 5) Commission.

Dr. Peterson asked those involved with Early Start to continue to monitor the reauthorization of the Individuals with Disabilities Education Act (IDEA) and make certain that state and federal elected representatives are kept informed about the value and effectiveness of comprehensive early intervention services.

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STAFF REPORT

Cheri Schoenborn reported the next ICC meeting would be February 26-27, 2004, at the Radisson Hotel in Sacramento. The government rate is available to those making reservations by January 26, 2004. Please contact the Radisson Hotel directly at (916) 922-2020 for reservations. Ms. Schoenborn reminded ICC members and community representatives of their responsibility to make travel arrangements in a timely manner and that DDS staff assistance is available. Members needing assistance with travel arrangements or a travel advance may contact Barbara Ferreira at (916) 654-1596. All other questions about the meeting can be referred to Cheryl Holden at (916) 654-2809 or Cheri Schoenborn at (916) 654-2767.

Ms. Schoenborn requested that community representatives sign the attendance sheet to acknowledge their attendance at this meeting. She also requested that members and community representatives review the ICC rosters and committee membership lists and submit any changes to Cheryl Holden.

Ms. Schoenborn announced that Stephanie Myers, staff to the ICC Family Resources and Supports Committee (FRSC), has accepted a job opportunity with Head Start in the American Indian Program Branch. Ms. Myers will continue to serve the Early Start community in a new capacity. Angela Maguire, WestEd staff, will assume staff responsibility for the FRSC.

2003 OFFICE OF SPECIAL EDUCATION PROGRAMS' (OSEP) ANNUAL NATIONAL EARLY CHILDHOOD CONFERENCE REPORT

Dr. Peterson, Hedy Hansen, and Gretchen Hester represented the ICC at the OSEP Conference in Washington DC on November 2-5, 2003. Cheri Schoenborn and Jim Bellotti attended representing DDS and CDE, respectively. Virginia Reynolds, Director of the WestEd Center for Prevention and Early Intervention also attended.

Gretchen Hester shared her views on the conference from a parent's perspective. She shared several insights: changing the system requires a parent voice; California has a strong State ICC; Family Resource Centers play a critical role in parent-professional partnerships and California FRCs are an exemplary model.

Mr. Bellotti reported the California representatives attended different sessions in order to cover as many topics as possible. The agenda was comprehensive in scope. Robert Pasternack, Assistant Secretary for Special Education and Rehabilitative Services discussed the demographics of the early intervention (Part C) and special education (Part B) population during the opening sessions. Stephanie Smith Lee, Director of OSEP, provided information about the re-authorization of the Individuals with Disabilities Education Act (IDEA). Ms. Lee discussed the recent release of the Senate version (S1248) and compared and contrasted it with the House version (HR1350).

Ms. Schoenborn shared information about the Part C Finance Committee. More states have or are considering a share of cost for early intervention services. At

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the Part C Coordinators meeting, a discussion was held examining the challenging funding issues across the nation.

One of the conference keynotes was by Harold L. Hodgkinson of the Institute for Educational Leadership who presented “Leaving Too Many Children Behind: A Demographer’s View on the Neglect of America’s Youngest Children”. The report can be accessed on the Institute for Educational Leadership’s website at www.IEL.org.

Dr. Peterson stated he attended sessions that addressed the importance of data tracking, research and evidence based practices, and how to incorporate these into current practice. He also attended sessions focused on the reauthorization of IDEA. Many of the OSEP conference sessions offered networking opportunities with representatives from other states. A common thread throughout sessions was additional linking of school readiness, data, performance accountability, and research based practices.

FAMILY RESOURCE CENTER/NETWORK OF CA (FRC/N-CA) REPORT

Linda Landry reported on the activities of the FRC/N-CA meeting held on Wednesday. The minutes from the meeting are included as Attachment B.

ICC CELEBRATION: 15TH ANNIVERSARY OF THE ICC AND 10TH ANNIVERSARY OF THE CALIFORNIA EARLY INTERVENTION SERVICES ACT

Dr. Peterson introduced Cliff Allenby, Director of DDS, and Julie Jackson, Deputy Director of the DDS Community Services and Supports Division, who joined the ICC meeting in honor of the celebration. Dr. Peterson reviewed a brief history of early intervention services in California. In the 1960-1970’s special education services for infants and toddlers were started using a variety of local, state and federal funds. The Lanterman Act of 1982 supported prevention and early intervention services through the regional center system, viewing it as a major investment in the future of California’s children. In October 1986, Public Law 99-457 added a new discretionary program for early intervention services under the Education of the Handicapped Act, this was the Part H program for Handicapped Infants and Toddlers. In 1987, DDS was designated lead agency on planning activities for implementation of Part H. Governor Deukmejian appointed the first ICC in 1988 and the first ICC meeting was held in October 1988 with Marion Karian, Chair. Dr. Peterson noted that Dr. Schneider was an original ICC member and congratulated her on 15 years of active participation.

California conducted statewide and local planning activities over four years in preparation for full implementation of Part H. Special studies addressing eligibility, IFSP development, public awareness, personnel standards, and data collection were conducted. The ICC submitted a recommendation to DDS in 1991, regarding an administrative model for full implementation of Part H.

In October of 1993, Governor Wilson signed the California Early Intervention Services Act (CEISA) that established state authority to meet the new federal requirements under Part H of the now, Individuals with Disabilities Education Act (IDEA). The Part H service system was designated as “Early Start” in California

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with the implementation of the CEISA. IDEA was reauthorized in 1997, and Part H became known as Part C. The CEISA was amended in 1997, to acknowledge the provision of family support services by Early Start Family Resource Centers. In addition, the California State Legislature requested DDS convene a workgroup to develop recommendations related to the impact of implementing federal regulations under Part C of IDEA.

In 1998, the CEISA was amended based on the Workgroup's recommendations. Issues including state coordination, collaboration with families and communities, service coordinator competencies, caseload size, evaluation and assessment practices, parent's rights, referral to local FRC's, and monitoring team involvement were clarified. The CEISA sunset date was eliminated in the 1999 Legislative session.

Cliff Allenby extended his appreciation to the ICC members and community representatives for their important role in advising and assisting DDS over the years. The ICC has helped to ensure early intervention programs are effective and infants, toddlers and their families are served as provided in state and federal regulations. This advice and assistance has been invaluable in addressing the diverse needs and concerns related to our youngest and most vulnerable population. Mr. Allenby acknowledged the contributions made by the Family Resource Center Network of California, the professionals, and parent support networks who work with infants and toddlers in various Early Start programs.

Julie Jackson shared some of her memories of the beginnings of the early intervention program activities under the federal grant. She characterized the ICC as hardworking and dedicated noting all early intervention policy has been discussed in this group and the recommendations on such policies is valued by DDS. Ms. Jackson said the advice and assistance provided by the ICC has helped to make Early Start a high quality service system focused on continuous improvement.

Dr. Peterson thanked Mr. Allenby and Ms. Jackson for attending the meeting in honor of the ICC's 15th anniversary and the 10-year anniversary of the CEISA. He presented them with March of Dimes campaign bracelets to acknowledge their interest in the infants at high risk. He also presented Ms. Jackson with a framed statement "*All I Need to Know About Life, I Learned From A Baby*" (copy attached) in acknowledgement of her work as California's first Part C Coordinator. Under her leadership Early Start was fully implemented in California.

COMMITTEE REPORTS

QUALITY SERVICE DELIVERY SYSTEMS (QSDS) COMMITTEE

The QSDS committee recommends that the Executive Committee develop a method to review committee tracking-tools and coordinate their activities. DDS support staff to the Executive Committee will facilitate this by providing summary information from each standing committee to the Executive Committee.

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QSDS committee members heard a report on the early childhood Training and Technical Assistance Collaboration Meeting held by DDS on November 14, 2003. Participants included agencies and private entities involved in providing training or technical assistance to persons working in the early childhood service system. The participants submitted training events for inclusion on a Master Calendar of Training and Technical Assistance Events. The collaborative will also be developing core messages to be used as a foundation for all early intervention training and technical assistance.

QSDS discussed distribution recommendations for best practice materials approved by ICC. Professional organizations should be encouraged to facilitate community personnel development based upon best practice materials approved by the ICC. Each committee should also be able to specify the purpose and audience for whom the product is intended and assess the possible impact of these materials being distributed locally (and possibly translated) to prevent misinterpretation and confusion about intent and content while taking care not to exclude certain parties.

INTEGRATED SERVICES AND HEALTH (ISH) COMMITTEE

The new priorities of the ICC (Early Entry, IFSP & Transition) and the rationale for use of the tracking tool were discussed. The general consensus of the committee members was that focusing the ICC and committee work would assist in achieving some targeted goals for the year. Committee members worked in three small groups regarding early entry, improving the IFSP process and increased collaboration. Each group included a focus on health/medical issues and integrated service delivery in coordination with primary health care providers and the medical community.

The committee discussed the proposed action item concerning the California Speech-Language-Hearing Association's (CASHA) paper on *Preferred Practice Patterns for Speech-Language Pathologists*. Some of the committee members raised concerns on the recommendations for services and the professional backgrounds of service providers working with children who are deaf/hearing impaired and their families. As a result, the ISH Committee voted to withdraw the action item and to re-visit this item. Ruth Harris and/or another representative from CASHA will be invited to a future ISH Committee meeting to discuss these concerns and determine possible follow-up.

FAMILY RESOURCES AND SUPPORTS COMMITTEE (FRSC)

Committee members worked in three groups to develop action plans and data sources regarding early entry, IFSP and transition. The FRSC tracking tool has detailed information and will be attached to their committee minutes. In order to prevent duplication of efforts and resources the FRSC will collaborate with CDE/CDD's MAP to Inclusive Child Care and identify other partners who are working on literature, training or preferred practice models for providing transition services. Committee members also discussed future activities and the need for consistent leadership within the FRSC.

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The California Children and Families Commission (CCFC) who oversees the First 5 California program has been seeking proposals for the California Special Needs Project. This project is designed to ensure early identification of special needs and early intervention through a continuum of community based services. The FRSC discussed having First 5 staff attend an ICC meeting after the Notice of Intent to Award Contract is announced.

PUBLIC AWARENESS COMMITTEE (PAC)

The PAC developed a general strategy and action plan for each of the three ICC priority areas. Committee members agreed upon common definitions and methods of establishing baselines in each of the priority areas. The PAC discussed a review of current dissemination plans developed by DDS in order to develop recommendations for statewide and local dissemination plans including internet access, website linkages, PSA distribution and traveling poster events. The committee also plans to analyze product dissemination data to determine if correlations exist with referral data. PAC also plans to follow the status of DDS' request to the Governor to proclaim March as Early Start Month.

PUBLIC INPUT

Kathleen Colvin of the Lake County Family Resource Center expressed her concern that Family Resource Centers are not required to submit data to the lead agency.

Jean Brunelli, State Chairperson of the Infant Development Association thanked the ICC for including the last issue of the "IDA News" in the ICC packet. Ms. Brunelli provided information about the IDA sponsored conference called "Tuned In To Language: An Introduction to Learning Language and Loving It by The Hanen Program® for Early Childhood Educators", in Napa on December 12, 2003, and in North Hollywood on January 9, 2004.

Lois Pastore from the San Diego County Office of Education acknowledged the value of the DDS publication "Starting Out Together: An Early Intervention Guide for Families." In San Diego, the booklet is sent to families at the point of referral. "Starting Out Together" provides information on the key points of how the Early Start system works, such as eligibility, referral, and the child's service plan. Ms. Pastore expressed her concern that this valuable resource would no longer be reprinted. DDS staff clarified that the booklet had not been eliminated but was in the process of being updated for reprinting under the new Administration.

Robert Sifuentes provided an update on the activities of the California State Council on Developmental Disabilities (SCDD). As part of the SCDD State Plan, the Council provides funding for new approaches to serving Californians with developmental disabilities that are part of an overall strategy for systemic change. Information about the upcoming Community Program Development Grants (Cycle 27) will be posted on the web site at www.scdd.ca.gov. Approximately \$1,987,000 in federal funds will be available to fund the top-ranked proposals that meet all the published requirements.

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Sandy Harvey, Executive Director of Parent Links, provided information about the Arkansas Family Early Hearing Detection and Intervention Conference. The goal of the conference was for attendees to learn how to observe and communicate the learning needs of families with deaf or hard of hearing infants and toddlers and conduct a conference or training session to meet those needs. Ms. Harvey stated what is truly unique about California is the collaboration between the DHS and CDE. Dr. Hallie Morrow of DHS and Nancy Sager of CDE have committed to reviewing the entire process, from screening to early intervention services and support for families.

Toni Doman of Heart to Hand Family Resource Center shared that she participated as an evaluator on an Early Start monitoring team and found it to be a valuable and educational experience. She commended the professionalism of the DDS Early Start staff.

AGENCY REPORTS

DEPARTMENT OF MANAGED HEALTH CARE (DMHC)

Marcy Gallagher reported DMHC continues to conduct outreach activities to inform individuals about the Office of the Patient Advocate (OPA). The OPA publishes the Quality of Care Report Card each year to provide comparative information on the performance of California's largest HMOs and medical groups. Please view the latest report card, [2003 Quality of Care Report Card](#) and [California's HMO Guide](#) on the web site at www.dmhc.ca.gov

LEAD AGENCY - DEPARTMENT OF DEVELOPMENTAL SERVICES (DDS)

Cheri Schoenborn reported on the status on the fiscal situation of DDS' Headquarters Operations budget. She announced that DDS is no longer projecting a deficit this year for DDS headquarters and therefore will not need to implement staff layoffs at this time. There are three reasons for this change. First, DDS has finalized the reduction figures with the Department of Finance. Second, DDS staff have been very successful in reducing operating expenses such as travel and supply purchases. We need to keep up that effort. Lastly, since October 10, 2003, DDS had 21 people find other job opportunities, and another 12 commit to leaving at a future date. Attrition was a major factor in the change to the fiscal status and we are very sad to see so many good employees leave. The good part of the attrition is that staff found other jobs rather than potentially being laid off.

The Early Start Local Assistance Section continues to schedule and complete full scope evaluation site visits, record reviews and technical assistance and training. The Early Start State Services Section is working on the Comprehensive System of Personnel Development (CSPD) issues including the Community College Personnel Preparation Project and the Early Start Interagency Training and Technical Assistance Collaborative. An additional Service Coordinator's Institute addressing supervision issues is being planned for 2004. Ms. Schoenborn encouraged ICC members and community representatives to attend this valuable training.

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DDS continues to collaborate with CDE on Part C issues. DDS and CDE have recently concluded an effort to revise the Early Start Complaint Procedures. This document affixes responsibilities for the various steps involved in the receipt, investigation and findings associated with Part C Complaints. Future plans involve revisiting the Interagency Agreement, outreach efforts and Part C budget.

DDS and the California Department of Social Services (CDSS) continue to work together on an interagency agreement. The 2001 recommendations from the ICC addressing DDS Early Start collaboration with CDSS for children in foster care are being referenced in this task. Staff in DDS and CDSS will also be looking at the Child Abuse Prevention and Treatment Act (CAPTA) requirements for provisions and procedures for referring children under the age of three with substantiated abuse or neglect to Part C (Early Start in California). DDS is also working with the Department of Health Services (DHS) on the development an interagency agreement covering children birth to three.

CALIFORNIA DEPARTMENT OF EDUCATION (CDE)

Nancy Sager stepped in for Jim Bellotti and reported Assembly Bill 152 (Levine) has been introduced as the vehicle to align California Special Education Laws with IDEA. The goal is to have the bill approved by both houses of the California State Legislature and signed by the Governor before the end of June 2004, in order to meet the eligibility terms issued by the United States Department of Education.

The Child Development Division (CDD) is working with WestEd to finalize the Infant/Toddler Guidelines. It is anticipated the Guidelines will be printed by summer 2004. Three distance learning sessions will be held in Fall 2004 to introduce the Guidelines to Early Childhood Education (ECE) faculty, infant/toddler staff and others.

The Program for Infant/Toddler Caregivers (PITC) Community College Seminars are staged to expand the concept of the PITC Demonstration Programs to more community colleges. For the past three years, CDD and WestEd have been working closely with several community colleges to develop the Demonstration Programs. The purpose of the Demonstration Programs is to provide opportunities for students, child care staff, ECE faculty, early interventionists, policymakers, and others to observe the PITC essential policies as they are incorporated into existing programs. The ultimate goal is for current and future ECE students throughout the state to become familiar with PITC policies and how to implement them in group settings.

DEPARTMENT OF HEALTH SERVICES (DHS)

Hallie Morrow provided an update on the Child Health and Disability Prevention (CHDP) Gateway Program. Gateway provides pre-enrollment of children into full scope Medi-Cal at the time the child visits a CHDP provider's office. Parents or legal guardians may indicate that they want to receive an application for continuing health care coverage for their child beyond the pre-enrollment period. Since July 1, 2003, approximately 210,000 children have pre-enrolled. About 12% of these families returned the supplemental application and continue to

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have eligibility for full scope Medi-Cal services until either Medi-Cal or Healthy Families Program makes a final determination of eligibility.

Dr. Morrow provided an update on the status of the Newborn Hearing Screening Program (NHSP). All regions in California are being served by a Hearing Coordination Center. DHS is collaborating with CDE and the FRC/N of CA to present four workshops at the FRC/N annual conference that focus on hearing loss and parental needs. In addition, the American Academy of Pediatrics chapter Champions for Early Hearing Detection and Intervention will present on a Medical Home for Deaf and Hard of Hearing.

Dr. Morrow distributed a handout, "Children's Medical Services Branch Policy and Program Letters" (see attached). Policy and program letters are now posted on-line at www.dhs.ca.gov/pcfh/cms/onlinearchive.

DEPARTMENT OF SOCIAL SERVICES (CDSS)

Cheryl Treadwell provided information about the release of the Stakeholder Redesign of Child Welfare Services (CWS) Report. The final report is the result of three years of work by a committed and diverse group of 60 stakeholders representing all facets of the child welfare community. A comprehensive blueprint for action, it serves as a strategic plan for local communities, along with the State's executive, judicial and legislative branches, to improve the lives of all children and families who come into contact with the CWS. Additional information is attached.

CDSS continues to monitor the re-authorization of the Individuals with Disabilities Education Act as changes and revisions continue to be made. CDSS is also addressing the amendments to the Child Abuse Prevention and Treatment Act (CAPTA); Keeping Children and Families Safe Act of 2003 (additional information is attached).

DEPARTMENT OF ALCOHOL AND DRUG PROGRAMS (ADP)

Cynthia Jaynes reported ADP has not received any additional budgetary reductions at this time. ADP is streamlining tasks and eliminating projects not in alignment with the Strategic Plan. The Office of Perinatal Substance Abuse (OPSA) Branch, is merging Youth Treatment and Perinatal into one section.

ADP will be available to provide a presentation to the ICC on Fetal Alcohol Syndrome (FAS) and Fetal Alcohol Spectrum Disorder (FASD). The three-part presentation will cover prenatal effects of alcohol on brain development; short and long-term follow-up, and coping with a child with FAS/FASD.

DSS has released a report to the Legislature on CalWORKs Substance Abuse and Mental Health Services. The report includes county expenditures for mental health and substance abuse services. ADP will be adding a link to the report on our Perinatal web page at www.adp.ca.gov/perinatal.

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DEPARTMENT OF MENTAL HEALTH (DMH)

Luis Zanartu reported that DMH is reorganizing after the reduction of 50 staff positions in headquarters. The California Infant, Preschool, Family Mental Health Initiative (IPFMHI) workplan and budget for fiscal year 2004 has been approved. The IPFMHI is a collaborative effort involving eight county departments of mental health and their interagency community partners in the development of early mental health services and relationship-based early intervention for children birth to five and their families.

Mr. Zanartu shared information from the California Mental Health Directors Association (CMHDA) Children's System of Care Committee. The CMHDA has released recommended strategies concerning mental health's role in the 0-5 population. The paper highlights the important role of the public mental health system in the provision of services to the 0-5 population and proposes basic strategies that county Mental Health departments can take to expand services and supports. Additional information is available at www.cimh.org.

OTHER BUSINESS

Dr. Peterson announced that Reese Hodge of Escondido, who is served in Early Start, has been selected to participate in the 72nd annual state Holiday Tree Lighting Ceremony at the State Capitol on December 9, 2003. Reese was born in 2001, and receives a combination of early intervention services provided by the regional center, local education agency, California Children Services, and a private community provider. His mother also participates with her local Early Start family resource center. The residents at Fairview Developmental Center in Costa Mesa made the ornaments for the tree.

ADJOURNMENT

With no additional business, the meeting was adjourned at 1:30 p.m.

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ATTACHMENT A

**STAFF AND OTHERS ATTENDING ICC MEETING
NOVEMBER 21, 2003**

STAFF:

Peter Guerrero
Cheryl Holden
Stephanie Myers
Elissa Provance
Virginia Reynolds
Cheri Schoenborn
Shelia Wolfe

COMMUNITY REPRESENTATIVES:

Brigitte Ammons
Robert Sifuentes for Tony Anderson
Zelna Banks
Jean Brunelli
James O. Cleveland
Terry Colborn
Kathleen Colvin
Toni Doman
Juno Duenas
Stephanie Pringle Fox
Sandy Harvey
Laurie Jordan
Nina LaVine
Linda Landry
R. Dwight Lee
Mara McGrath
Peter Michael Miller
Patricia Moore
Lois Pastore
Kristine Pilkington
Kay Ryan
Debbie Sarmento
Sherry Torok
Kathi Walker
Kate Warren

DEPARTMENT LIAISONS:

Janet Canning
Dennis Self for Ken Freedlander
Mary Smithberger
Pat Widmann

GUESTS:

Kathleen Finn
Susan Graham
Danyal Huynh
Rosa King
Stacy Kennedy
Patty Salcedo